

SIDE LETTER OF AGREEMENT
BETWEEN
CHIEF OF POLICE
AND
THE MEDFORD POLICE SUPERIOR OFFICER'S ASSOCIATION
AND
THE MEDFORD POLICE PATROLMEN'S ASSOCIATION

(Not part of the Collective Bargaining Agreement)

Upon ratification of the Memorandum of Agreement(s) executed between the City of Medford and the Medford Police Superior Officer's Association (MPSOA) and the City of Medford and the Medford Police Patrolmen's Association, by both the individual bargaining units and the City, the Chief of Police agrees to implement the following amendments to the Detail Policy 2020-02.

V PAYING POLICE DETAILS

1. No paid detail assignments shall be made until the person, firm, corporation or entity requesting or required to have such detail has agreed to pay the following detail rates. Effective (one month following full ratification by both the Association and the City) the rate of pay shall be \$73.00 per hour for all details. Effective July 4, 2027 the rate of pay shall increase to \$75.00 per hour for all details. There shall be a guaranteed minimum of four (4) hours pay for any Tier One (1) extra paid detail worked by a police officer. There shall be a guaranteed minimum of eight (8) hours pay for any Tier Two (2) extra paid detail worked by a police officer. If the assigned detail officer works beyond the four (4) hour minimum of any Tier One (1) detail there shall be a guaranteed minimum of eight (8) hours paid. In the event that the department or the detail vendor requires the assigned detail officer to work beyond eight (8) hours, the rate of pay shall be at time and one-half the detail rate on an hour for hour basis. All details shall maintain the four (4) hour and eight (8) hour minimum tier system. The Officer in Charge of the Assignment Office shall have discretion when assigning store details or details of special circumstance to allow for hour billing after the (4) hour minimum.

Tier One (1) details shall include the following:

Any detail work performed by departments/employees of the City of Medford and the Medford Public Schools but excludes those companies contracted by the City to perform work on behalf of the City.

Any entity performing work in accordance with this detail policy and who upon *advance notification* to the Officer in Charge of Details or the Shift Commander that the work being performed will only require four (4) hours or less.

Tier Two (2) details include the following:

Any detail work designated by the Chief of Police as a priority detail.

Any detail work performed where the contracting entity indicates in advance that the work being performed will be ~~four (4) hours or more.~~ *more than four hours* *7:00 AM*

Any detail work performed on Thanksgiving Day or Christmas Day, excluding detail work performed for the Thanksgiving Day football game.

2. Upon ratification, the Department will re-issue Detail Policy 2020-02 with the above amendments. All Officers will be reminded of their obligations to abide by this policy in full and are reminded of the included Section II (2) and (3):
 - a. Section II(2) – Any Officer who works a detail assignment is reminded that they are governed by this Policy as well as all Policies & Procedures and Rules and Regulations of the Medford Police Department.
 - b. Section II(3) – Officers, while on duty and on a detail assignment, shall devote their full time and attention to the service of the Medford Police Department, the citizens and the work site/detail location. They shall remain attentive and alert at all times. Sitting in vehicles, reading newspapers/magazines, use of a cell phones while in the work zone, watching television and/or any other similar type activities including listening to music or any audible transmission with headphones or an ear piece, other than the police radio, which would tend to detract from the proper performance of your assigned duties and responsibilities, shall not be permitted while on duty/assignment. Such conduct shall be subject to discipline per the full detail policy outlined in Section IV, Violations.
3. All contractors will be notified in writing of the changes in advance once approved and before an eight (8) hour minimum is approved by the Chief of Police. The Chief will work to create an online detail hiring/request form within the next month following execution of the 2022-2028 MOA where contractors will be advised in advance of our rates and minimums and indicate they understand. The online form will also require a signature from the vendor indicating their obligation to provide prompt payment to the City and the form will require contractors to check off a box indicating they fully understand the tier two rate.

4. No baseball hats from Oct. 1 – May 1.

Agreed Upon this *3rd* day of ~~October~~, 2025
November

For the City:


By: Breanna Lungo-Koehn
Mayor

For the MPPA:


By: Padraig Calnan
President

By: Patrick Smith
Vice President



By: Derek Doherty
Treasurer



By: Robert Passacantilli
Secretary

For the MPSOA:



By: Angelo Raffaele
President



By: Harry MacGilvary
Vice President



By: Hugh Duffy
Secretary/Treasurer